

MARTIN COUNTY SCHOOL DISTRICT SALARY SCHEDULE

2018-2019



K. Diane Smith
Chief Human Resource Officer
and
Audra K. Curts-Whann
Chief Finance Officer

BOARD APPROVED: December 18, 2018

Mission Statement: Educate all students for success
Vision Statement: A dynamic educational system of excellence

TABLE OF CONTENTS

	Page
District Administrative Positions*	1
School Administrative Positions*	1
Professional and Mid-Management Positions*	2
Technical and Other Professional Positions*	3-4
Food and Nutrition Service Managers Stipends	5
Confidential Professional Positions*	5
Instructional Positions	6-8
Stipends	9-11
Substitute Teachers	12
Vocational and Adult Education Instructors (Part-Time)	12
Martin County Community Pool Positions	12
Assignment of Positions to Levels (White Collar)	13
Educational Paraprofessionals and Bus Aides	14
White Collar	15
Assignment of Positions to Levels (Blue Collar)	16
Blue Collar	17-18
Bus Operators	19
Food Service Hourly	19
Environmental Studies Center Hourly	20
Student Employees	20
Appendix	I-VII

Note:

*1. The Superintendent has the authority to initially hire new district administrators within the salary hiring range for each position. All changes in salary for current administrators need Martin County School District Board approval.

DISTRICT ADMINISTRATIVE POSITIONS₁

	HIRING RANGE	
DEPUTY SUPERINTENDENT (248)	\$90,000	\$115,000
Deputy Superintendent for Leadership Services & Planning		
EXECUTIVE (248)	\$81,750	\$109,000
Chief Academic Officer		
Chief Finance Officer		
Chief Human Resource Officer		
Chief Operations Officer		
Staff Attorney		
DIRECTOR (248)	\$75,900	\$101,000
Director of Curriculum & Instruction		
Director of Educational Technology		
Director of Exceptional Student Education		
Director of Facilities & Planning		
Director of Food Services		
Director of Human Resources		
Director of Maintenance		
Director of Pre-Kindergarten Programs		
Director of Professional Development		
Director of Professional Standards		
Director of Public Information and Community Relations		
Director of Purchasing and Warehousing		
Director of Safety & Security		
Director of Student Services		
Director of Title I / Migrant /EL Services		
Director of Transportation		

SCHOOL ADMINISTRATIVE POSITIONS₁

	HIRING RANGE	
PRINCIPAL		
Principal, High School (248)	\$82,000	\$102,500
Principal, Middle School (248)	\$80,000	\$100,000
Principal, Elementary School (248)	\$78,000	\$97,500
Principal, Other School (236)	\$76,000	\$95,000
ASSISTANT PRINCIPAL		
Assistant Principal, High School (227/248)	\$71,000	\$88,750
Assistant Principal, Athletics (227)	\$71,000	\$88,750
Assistant Principal, Middle School (227/236/248)	\$69,000	\$86,250
Assistant Principal, Elementary School (227/236)	\$66,000	\$82,500

PROFESSIONAL AND MID-MANAGEMENT POSITIONS¹

		HIRING RANGE	
COORDINATOR		\$62,402	\$83,203
Coordinator of Accountability			248 contract
Coordinator of Administrative Technology			248 contract
Coordinator of Adult Education			248 contract
Coordinator of Adult, Career, and Technical Education			248 contract
Coordinator of Assessment			248 contract
Coordinator of Computer Operations & Technical Support			248 contract
Coordinator of Digital Learning			248 contract
Coordinator of ELL & Homeless Education			248 contract
Coordinator of Environmental Studies Center			248 contract
Coordinator of Exceptional Student Education			248 contract
Coordinator of Hospital Homebound			236 contract
Coordinator of Math			248 contract
Coordinator of Professional Development			248 contract
Coordinator of Reading/Language Arts			248 contract
Coordinator of Risk and Employee Benefits			248 contract
Coordinator of Science			248 contract
Coordinator of Social Studies and Special Programs			236 contract
Coordinator of Student Services and Virtual Education			248 contract
Coordinator of Title I			248 contract
MANAGER		\$61,277	\$81,703
Construction Manager			248 contract
Operations Manager			248 contract
Payroll Manager			248 contract
Safety Manager			248 contract

Note:

1. The Superintendent has the authority to initially hire new district administrators within the salary hiring range for each position. All changes in salary for current administrators need Martin County School District Board approval.

Salaries are based on a 248 day contract; contract length of less than 248 days will be prorated.

The number of days reflected for employees on the above salary schedule includes six (6) paid holidays:

New Years Day, Martin Luther King Day, December 25th, Labor Day, Thanksgiving Day, and the day after Thanksgiving Day

TECHNICAL AND OTHER PROFESSIONAL POSITIONS,

		HIRING RANGE	
Group A		\$58,209	\$77,612
Network Administrator			248 contract
Network Engineer			248 contract
Occupational Therapist			196 contract
Physical Therapist			196 contract
Registered Nurse for Students with Disabilities			196 contract
School Psychologist			216/227/236 contract
Security Analyst			236 contract
Systems Analyst			248 contract
Group B		\$51,078	\$68,104
Behavior Analyst			196 contract
Capital Accountant			248 contract
Capital Projects/Planning Specialist			248 contract
Digital Learning Specialist			227 contract
Federal Programs Instructional Liaison			227 contract
Food & Nutrition Services Specialist			248 contract
General Fund Accountant			248 contract
Network Specialist			248 contract
Pre-K/Head Start Grant Accountant			248 contract
Prevention/Intervention Program Specialist			216 contract
Programmer/Analyst			248 contract
Purchasing Supervisor			248 contract
Risk and Benefits Specialist			248 contract
Title III & English Language and Literacy Liaison			227 contract
Group C		\$37,000	\$59,304
Accountability Specialist			227 contract
Allocation Specialist			248 contract
Assistant Payroll Manager			248 contract
Building Automation Technician			248 contract
Desktop Support Technician			248 contract
Extended Day Lead Manger			248 contract
Extended Day Manager (175 + students)			248 contract
Facilities Specialist/Building Trades*			248 contract
Facilities Specialist/Construction*			248 contract
Facilities Specialist/Materials			248 contract
Facilities Specialist/Mechanical Trades*			248 contract
Facilities Specialist/Work Order			248 contract
Food & Nutrition Services Field Manager / Inventory Control			248 contract
Food & Nutrition Services Field Manager / Software Support			248 contract

		HIRING RANGE	
Group C cont.		\$37,000	\$59,304
Food & Nutrition Services Field Manager /Supervisor/Trainer			248 contract
Food and Nutrition Services Field Maintenance Coordinator			248 contract
Head Start Education Services Manager			216 contract
Head Start Family and Community Services Manager			216 contract
Head Start Health Services Manager			227 contract
Head Start Mental Health and Disabilities Services Manager			216 contract
Interpreter for the Deaf/Hard of Hearing			196 contract
Paralegal - School Board Attorney			248 contract
Plant Operators			248 contract
Programmer			248 contract
Records Management Liaison Officer			227 contract
School Social Services Worker			216 contract
Training, Recruitment, and Safety Manager			227 contract
Transportation Operations Manager			248 contract
Volunteer Services Liaison			216 contract
VPK Service Manager			248 contract
Webmaster			248 contract
Group D		\$24,163	\$48,305
Accounts Payable Supervisor			248 contract
Environmental Studies Center Facility Technician			248 contract
Extended Day Manager (1 - 174 students)			217 contract
Food & Nutrition Services Manager			190 contract
Food & Nutrition Services Staff Accountant			248 contract
Help Desk Support Technician			248 contract
Human Resources Technician			248 contract
Payroll Specialist			248 contract
Pool Manager			196 contract
Purchasing and Warehouse Specialist			248 contract
Routing Specialist			248 contract
Site Support Technician			248 contract
Staff Accountant			248 contract
Transportation Bookkeeper/Support Specialist			227 contract
Transportation ESE/Safety Specialist			227 contract

Note:

1. The Superintendent has the authority to initially hire new district administrators within the salary hiring range for each position. All changes in salary for current administrators need Martin County School District Board approval.

Salaries are based on a 248 day contract; contract length of less than 248 days will be prorated.

*An additional \$1,200 will be paid annually for each certification attained per Chapter 468, up to ten, provided such certification is deemed applicable to school facilities and approved by the Superintendent.

The number of days reflected for employees on the above salary schedule includes six (6) paid holidays:

New Years Day, Martin Luther King Day, December 25th, Labor Day, Thanksgiving Day, and the day after Thanksgiving Day

FOOD AND NUTRITION SERVICE MANAGERS STIPENDS

A Stipend will be paid to Food and Nutrition Service Managers as follows:

Middle School Manager \$1,000.00

High School Manager \$2,000.00

In addition to the above stipend, Food and Nutrition Service Managers will receive a stipend based on calculations of average meal equivalents for September, October and November. Meals equivalents will be re-calculated to average Jan and Feb and if increased will pro-rate supplements for second half of the school year. *ME = Meal equivalent

Elementary Schools Amount

500 - 599 ME/day \$750
 600 - 749 ME/day \$1,000
 750 - 949 ME/day \$1,250
 950 - 999 ME/day \$1,500
 1,000 - 1,099 ME/day \$2,000
 1,100 - 1,200 ME/day \$2,500

Secondary Schools Amount

500 - 599 ME/day \$500
 600 - 699 ME/day \$1,000
 700 - 799 ME/day \$1,500
 800 - 899 ME/day \$2,000
 900 - 999 ME/day \$2,500
 1,000 - 1,099 ME/day \$3,000
 Over 1,100 ME/day \$3,500

A Stipend will be paid to Food and Nutrition Service Managers responsible for **Fresh Fruit and Vegetable Program** as follows:

Fresh Fruit and Vegetable Program \$500

Fresh Fruit and Vegetable Program - over 400 \$750

A Stipend will be paid to Food and Nutrition Service Managers responsible for **satellite programs** as follows:

Meals picked up by satellite program \$1,000

Meals transported, cashier at satellite site \$2,000

Supper Program \$3,000

An additional \$200 will be paid annually to each Food and Nutrition Service Manager who is certified by the Professional Association (American School Nutrition Association), attends ten (10) hours of professional training (excluding manager meetings), and attendance of two (2) local meetings and/or one (1) regional or state professional meeting.

CONFIDENTIAL PROFESSIONAL POSITIONS,

	HIRING RANGE	
EXECUTIVE ASSISTANTS	\$51,078	\$68,104
Executive Administrative Assistant to the Superintendent		248 contract
Secretary to the Deputy Superintendent		248 contract
CONFIDENTIAL SECRETARY	\$24,163	\$48,305
Administrative Assistant to the Superintendent		248 contract
Secretary to the Chief Finance Officer		248 contract
Secretary to the Chief Human Resource Officer		248 contract
Secretary to the Chief Operations Officer		248 contract
Secretary to the Staff Attorney		248 contract

Note:

1. The Superintendent has the authority to initially hire new district administrators within the salary hiring range for each position. All changes in salary for current administrators need Martin County School District Board approval.

Salaries are based on a 248 day contract; contract length of less than 248 days will be prorated.

The number of days reflected for employees on the above salary schedule includes six (6) paid holidays:

New Years Day, Martin Luther King Day, December 25th, Labor Day, Thanksgiving Day, and the day after Thanksgiving Day

Instructional Positions (Initial Salary Placement)

PAYMENT FOR TEACHING EXPERIENCE:

Salaries are based on training and experience. In accordance with the Martin County Educators Association (MCEA), the District will treat years of experience out of the District the same as years of experience within the District. Teachers may be given credit for up to thirty (30) years prior full time creditable school teaching experience, to be granted on an equitable basis comparable to existing District Teachers. The “Years of Experience” column is for the initial placement of new hires only.

Upon employment, it is the responsibility of the employee to have experience verified on the appropriate forms. Teachers will be paid the beginning teacher salary until verification of previous experience has been received and approved by the Human Resources Department. **Verification must be received within 90 days after date of hire for experience level placement to be effective as of date of hire.**

The salary for ROTC instructors will be determined based on minimum instructor pay (MIP) from the appropriate Armed Services Branch (i.e. Army, Air Force).

For Initial Placement Only	New Schedule		For Initial Placement Only	New Schedule	
Years of Experience	Level	Salary	Years of Experience	Level	Salary
0-5	1A	\$38,300	18	10A	\$46,400
6	2A	\$39,200	19	10C	\$47,000
7	2C	\$39,800	20	11B	\$47,600
8	3B	\$40,400	21	12A	\$48,200
9	4A	\$41,000	22	12C	\$48,800
10	4C	\$41,600	23	13B	\$49,400
11	5B	\$42,200	24	14A	\$50,000
12	6A	\$42,800	25	14C	\$50,600
13	6C	\$43,400	26	15B	\$51,200
14	7B	\$44,000	27	16A	\$51,800
15	8A	\$44,600	28	16C	\$52,400
16	8C	\$45,200	29	17A	\$52,700
17	9B	\$45,800	30	17C	\$53,300

Note: Salaries above are based on a 196 day contract; contract length greater or less than 196 days will be prorated. ***For example: Guidance Counselors are 206 day, Deans are 216 day.**

Millage Stipend:

The Millage Stipend is available to all members of the Bargaining Unit and will be awarded based on total years of instructional experience as shown in this section 2.a. and additional limitations and conditions as listed in 2.b. and 3 in the appendix.

Millage Stipend Amounts:

0 - 5 years	\$1,800.00
6 - 9 years	\$5,000.00
10 or more years	\$7,800.00

PERFORMANCE PAY FOR INSTRUCTIONAL POSITIONS

Below is the Performance Pay schedule for fiscal year 2017-2018 based on an evaluation from fiscal year 2016-2017:

	PSC/CC	AC/Performance
Highly Effective	\$1,200	\$1,500
Effective	\$900	\$1,200

Level	2016-17 Salary		2017-18 Salary		PSC/CC			AC/Performance	
					Highly Effective	Effective		Highly Effective	Effective
1A	\$38,000	→	\$38,300	→	\$39,500	\$39,200	→	\$39,800	\$39,500
1B	\$38,300	→	\$38,600	→	\$39,800	\$39,500	→	\$40,100	\$39,800
1C	\$38,600	→	\$38,900	→	\$40,100	\$39,800	→	\$40,400	\$40,100
2A	\$38,900	→	\$39,200	→	\$40,400	\$40,100	→	\$40,700	\$40,400
2B	\$39,200	→	\$39,500	→	\$40,700	\$40,400	→	\$41,000	\$40,700
2C	\$39,500	→	\$39,800	→	\$41,000	\$40,700	→	\$41,300	\$41,000
3A	\$39,800	→	\$40,100	→	\$41,300	\$41,000	→	\$41,600	\$41,300
3B	\$40,100	→	\$40,400	→	\$41,600	\$41,300	→	\$41,900	\$41,600
3C	\$40,400	→	\$40,700	→	\$41,900	\$41,600	→	\$42,200	\$41,900
4A	\$40,700	→	\$41,000	→	\$42,200	\$41,900	→	\$42,500	\$42,200
4B	\$41,000	→	\$41,300	→	\$42,500	\$42,200	→	\$42,800	\$42,500
4C	\$41,300	→	\$41,600	→	\$42,800	\$42,500	→	\$43,100	\$42,800
5A	\$41,600	→	\$41,900	→	\$43,100	\$42,800	→	\$43,400	\$43,100
5B	\$41,900	→	\$42,200	→	\$43,400	\$43,100	→	\$43,700	\$43,400
5C	\$42,200	→	\$42,500	→	\$43,700	\$43,400	→	\$44,000	\$43,700
6A	\$42,500	→	\$42,800	→	\$44,000	\$43,700	→	\$44,300	\$44,000
6B	\$42,800	→	\$43,100	→	\$44,300	\$44,000	→	\$44,600	\$44,300
6C	\$43,100	→	\$43,400	→	\$44,600	\$44,300	→	\$44,900	\$44,600
7A	\$43,400	→	\$43,700	→	\$44,900	\$44,600	→	\$45,200	\$44,900
7B	\$43,700	→	\$44,000	→	\$45,200	\$44,900	→	\$45,500	\$45,200
7C	\$44,000	→	\$44,300	→	\$45,500	\$45,200	→	\$45,800	\$45,500
8A	\$44,300	→	\$44,600	→	\$45,800	\$45,500	→	\$46,100	\$45,800
8B	\$44,600	→	\$44,900	→	\$46,100	\$45,800	→	\$46,400	\$46,100
8C	\$44,900	→	\$45,200	→	\$46,400	\$46,100	→	\$46,700	\$46,400
9A	\$45,200	→	\$45,500	→	\$46,700	\$46,400	→	\$47,000	\$46,700
9B	\$45,500	→	\$45,800	→	\$47,000	\$46,700	→	\$47,300	\$47,000
9C	\$45,800	→	\$46,100	→	\$47,300	\$47,000	→	\$47,600	\$47,300
10A	\$46,100	→	\$46,400	→	\$47,600	\$47,300	→	\$47,900	\$47,600
10B	\$46,400	→	\$46,700	→	\$47,900	\$47,600	→	\$48,200	\$47,900
10C	\$46,700	→	\$47,000	→	\$48,200	\$47,900	→	\$48,500	\$48,200
11A	\$47,000	→	\$47,300	→	\$48,500	\$48,200	→	\$48,800	\$48,500
11B	\$47,300	→	\$47,600	→	\$48,800	\$48,500	→	\$49,100	\$48,800
11C	\$47,600	→	\$47,900	→	\$49,100	\$48,800	→	\$49,400	\$49,100
12A	\$47,900	→	\$48,200	→	\$49,400	\$49,100	→	\$49,700	\$49,400
12B	\$48,200	→	\$48,500	→	\$49,700	\$49,400	→	\$50,000	\$49,700
12C	\$48,500	→	\$48,800	→	\$50,000	\$49,700	→	\$50,300	\$50,000
13A	\$48,800	→	\$49,100	→	\$50,300	\$50,000	→	\$50,600	\$50,300
13B	\$49,100	→	\$49,400	→	\$50,600	\$50,300	→	\$50,900	\$50,600
13C	\$49,400	→	\$49,700	→	\$50,900	\$50,600	→	\$51,200	\$50,900
14A	\$49,700	→	\$50,000	→	\$51,200	\$50,900	→	\$51,500	\$51,200
14B	\$50,000	→	\$50,300	→	\$51,500	\$51,200	→	\$51,800	\$51,500
14C	\$50,300	→	\$50,600	→	\$51,800	\$51,500	→	\$52,100	\$51,800
15A	\$50,600	→	\$50,900	→	\$52,100	\$51,800	→	\$52,400	\$52,100

Continues to next page...

PERFORMANCE PAY FOR INSTRUCTIONAL POSITIONS cont.

Level	2016-17 Salary		2017-18 Salary		PSC/CC		AC/Performance	
					Highly Effective	Effective	Highly Effective	Effective
15B	\$50,900	→	\$51,200	→	\$52,400	\$52,100	→	\$52,700
15C	\$51,200	→	\$51,500	→	\$52,700	\$52,400	→	\$53,000
16A	\$51,500	→	\$51,800	→	\$53,000	\$52,700	→	\$53,300
16B	\$51,800	→	\$52,100	→	\$53,300	\$53,000	→	\$53,600
16C	\$52,100	→	\$52,400	→	\$53,600	\$53,300	→	\$53,900
17A	\$52,400	→	\$52,700	→	\$53,900	\$53,600	→	\$54,200
17B	\$52,700	→	\$53,000	→	\$54,200	\$53,900	→	\$54,500
17C	\$53,000	→	\$53,300	→	\$54,500	\$54,200	→	\$54,800
18A	\$53,300	→	\$53,600	→	\$54,800	\$54,500	→	\$55,100
18B	\$53,600	→	\$53,900	→	\$55,100	\$54,800	→	\$55,400
18C	\$53,900	→	\$54,200	→	\$55,400	\$55,100	→	\$55,700
19A	\$54,200	→	\$54,500	→	\$55,700	\$55,400	→	\$56,000
19B	\$54,500	→	\$54,800	→	\$56,000	\$55,700	→	\$56,300
19C	\$54,800	→	\$55,100	→	\$56,300	\$56,000	→	\$56,600
20A	\$55,100	→	\$55,400	→	\$56,600	\$56,300	→	\$56,900
20B	\$55,400	→	\$55,700	→	\$56,900	\$56,600	→	\$57,200
20C	\$55,700	→	\$56,000	→	\$57,200	\$56,900	→	\$57,500
21A	\$56,000	→	\$56,300	→	\$57,500	\$57,200	→	\$57,800
21B	\$56,300	→	\$56,600	→	\$57,800	\$57,500	→	\$58,100
21C	\$56,600	→	\$56,900	→	\$58,100	\$57,800	→	\$58,400
22A	\$56,900	→	\$57,200	→	\$58,400	\$58,100	→	\$58,700
22B	\$57,200	→	\$57,500	→	\$58,700	\$58,400	→	\$59,000
22C	\$57,500	→	\$57,800	→	\$59,000	\$58,700	→	\$59,300
23A	\$57,800	→	\$58,100	→	\$59,300	\$59,000	→	\$59,600
23B	\$58,100	→	\$58,400	→	\$59,600	\$59,300	→	\$59,900
23C	\$58,400	→	\$58,700	→	\$59,900	\$59,600	→	\$60,200
24A	\$58,700	→	\$59,000	→	\$60,200	\$59,900	→	\$60,500
24B	\$59,000	→	\$59,300	→	\$60,500	\$60,200	→	\$60,800
24C	\$59,300	→	\$59,600	→	\$60,800	\$60,500	→	\$61,100
25A	\$59,600	→	\$59,900	→	\$61,100	\$60,800	→	\$61,400
25B	\$59,900	→	\$60,200	→	\$61,400	\$61,100	→	\$61,700
25C	\$60,200	→	\$60,500	→	\$61,700	\$61,400	→	\$62,000
26A	\$60,500	→	\$60,800	→	\$62,000	\$61,700	→	\$62,300
26B	\$60,800	→	\$61,100	→	\$62,300	\$62,000	→	\$62,600
26C	\$61,100	→	\$61,400	→	\$62,600	\$62,300	→	\$62,900
27A	\$61,400	→	\$61,700	→	\$62,900	\$62,600	→	\$63,200
27B	\$61,700	→	\$62,000	→	\$63,200	\$62,900	→	\$63,500
27C	\$62,000	→	\$62,300	→	\$63,500	\$63,200	→	\$63,800
28A	\$62,300	→	\$62,600	→	\$63,800	\$63,500	→	\$64,100
28B	\$62,600	→	\$62,900	→	\$64,100	\$63,800	→	\$64,400
28C	\$62,900	→	\$63,200	→	\$64,400	\$64,100	→	\$64,700
29A	\$63,200	→	\$63,500	→	\$64,700	\$64,400	→	\$65,000
29B	\$63,500	→	\$63,800	→	\$65,000	\$64,700	→	\$65,300
29C	\$63,800	→	\$64,100	→	\$65,300	\$65,000	→	\$65,600
30A	\$64,100	→	\$64,400	→	\$65,600	\$65,300	→	\$65,900
30B	\$64,400	→	\$64,700	→	\$65,900	\$65,600	→	\$66,200
30C	\$64,700	→	\$65,000	→	\$66,200	\$65,900	→	\$66,500

Stipends

In accordance with Florida Statute 1012.22(1)(c)(4), beginning with the 2016-17 school year, the Martin County School Board proposes a salary schedule with differentiated pay for instructional personnel, non-instructional personnel, school-based, and non-school based administrators. This Differentiated Pay Plan shall be included as part of the adopted salary schedule as required by state law and is subject to negotiations as provided in Chapter 447. The differentiated pay is based on factors designated by state statute, the Florida Department of Education, and/or District determined factors, and includes but is not limited to, assignment of additional responsibilities¹, advanced degrees, school demographics, assignment to Title I designated schools, and certification and teaching in critical shortage subjects.

ADDITIONAL RESPONSIBILITIES:

Description	Amount	Description	Amount
Academic Games Coach (per Season)	\$1,110	Elementary Reading Remediation***	\$500
Academic Games District Coordinator	\$4,440	Elementary Safety Patrol	\$740
Band Director:		Elementary/Secondary Science Fair:	
High School	\$7,400	High School Coordinator	\$1,110 - \$1,480
Middle School	\$4,440	Middle School Coordinator	\$1,110 - \$1,480
Assistant - High School	\$1,850	Elementary School Coordinator	\$1,110 - \$1,480
Chorus:		ESE Program Specialist**	\$3,700
High School	\$7,400	ESE Teacher Stipend (SHE, PMH, VE	
Middle School	\$2,220 - \$3,700	and Speech Teacher with CCC's)	\$1,850
Class Sponsor(s):		Guidance* (8 hr. day)	\$3,700
Senior class	\$3,700	Licensed Clinical Social Worker	\$1,850
Junior class	\$3,330	Peer Teacher:	
Sophomore class	\$2,220	1 year	\$1,850
Freshman class	\$1,850	45 - 90 days	\$925
Club Sponsor:		Student Activities Director	\$6,660
High School - Academic and service	\$740 - \$2,220	Student Council/Student Government:	
Middle School - Academic and service	\$740 - \$2,220	High School	\$2,220 - \$3,700
Elementary (after school hours)	\$370 - \$1,110	Middle School	\$1,110 - \$2,220
Computer Resource (With teaching duties)	\$1,480	Team Leader(s)	\$4,440
a. Non-teaching duties for half day or more	\$1,110	Title I School Staff***	\$500
b. Non-teaching duties < one half day	\$1,850	Training/Staff Development	\$15 per hour
c. Full teaching duties	\$2,960	Tutoring/Content Development	\$25 per hour
Dean of Students - High School Dean*	\$7,400	Western Zone Stipend***	\$2,000
Detention/Translators	\$20 per hour	Yearbook Sponsor:	
Digital Learning Community Leader	\$3,750	High School	\$2,590
District Science Fair Coordinator	\$2,960	Middle School	\$1,850
Drama Program Director (High School)	\$7,400		

Stipends may be proportionately split at the principal's discretion. If a Stipend is proportionately split, the duties of the position shall be proportionately assigned to reflect the division of the Stipend dollars. A Stipend may not be split with more than two (2) individuals. Stipends may not be combined and redistributed.

If a Stipend is not budgeted at the school site, no bargaining unit member will be required to fill the unfunded Stipend position. A bargaining unit member may choose to serve as a volunteer, but there will be no penalty for declining to volunteer.

* This Stipend includes an eight (8) hour workday including lunch and no planning time. Principals, at their discretion, may reduce the time on duty or restructure it to meet individual school needs.

** This Stipend includes an eight (8) hour workday including lunch. Principals, at their discretion, may reduce the time on duty or restructure it to meet individual school needs.

*** See: Appendix A School Demographics

Athletic Stipends

ADDITIONAL RESPONSIBILITIES CONTINUED:

Description	Amount
Athletic Manager	1,413.40
Baseball:	
Head Coach	4,262.40
Assistant Coach	2,508.60
Assistant Coach/Head 9th Grade/JV	1,772.30
Basketball:	
Head Coach	5,901.50
Assistant Coach	3,433.60
Assistant Coach/Head 9th Grade/JV	1,772.30
Bowling:	
Head Coach	1,661.30
Cheerleading:	
Cheerleader Sponsor (All levels for football)	2,586.30
Cheerleader Sponsor (All levels for basketball)	2,767.60
Cheerleader Sponsor (All levels for freshman)	1,661.30
Dance:	
Drum Majorettes/Tigerettes Coach	2,175.60
Flag Football:	
Head Coach (Girls Varsity)	3,189.40
Assistant Coach (Girls JV)	1,842.60
Football:	
Head Coach	5,901.50
Assistant Head Coach	4,095.90
Assistant Coach	3,433.60
Assistant Coach/Head 9th Grade/JV	2,486.40
Golf:	
Head Coach	2,508.60
Intramurals	
High School	\$16.27 hour
Middle School	\$16.27 hour
Lacrosse:	
Head Coach (Boys Varsity)	3,189.40
Head Coach (Girls Varsity)	3,189.40
Assistant Coach (Boys JV)	1,842.60
Assistant Coach (Girls JV)	1,842.60

Description	Amount
Middle School:	
Basketball coach	2,508.60
Volleyball coach	1,772.30
Cheerleading:	2,175.60
Soccer	1,772.30
Dance Corp	2,175.60
Performance Color Guard:	
Flag Corp/Flag Majorettes	1,413.40
Soccer:	
Head Coach	4,262.40
Assistant Coach	2,090.50
9th Grade Coach	1,772.30
Softball:	
Head Coach	4,262.40
Assistant Coach	2,508.60
Assistant Coach/Head 9th Grade/JV	1,772.30
Summer Recreation Program	\$16.27 hour
Swimming:	
Head Coach	3,189.40
Assistant Coach	1,842.60
Tennis:	
Head Coach	2,508.60
Track:	
Head Coach - Track	3,470.60
Head Coach - Cross Country	2,708.40
Assistant Coach - Track	2,382.80
Assistant Coach - Cross Country	2,382.80
Meet Coordinator	481.00
Volleyball:	
Head Coach	4,262.40
Assistant Coach	2,090.50
Assistant Coach/Head 9th Grade/JV	1,772.30
Wrestling:	
Head Coach	4,262.40
Assistant Coach	2,253.30
Head Coach - Weightlifting	2,416.10

Advanced Degree Stipends

Advanced Degrees:

Instructional Personnel:

Instructional personnel, including guidance counselors, possessing advanced degrees who are hired on or after July 1, 2014 shall receive supplements for the highest degree earned in their area of certification in the amounts below:

Master	\$2,400.00
Specialist/Double Master	\$3,600.00
Doctorate	\$4,800.00

Administrative, Professional, Mid-Management and Technical Personnel:

Administrative, professional and mid-management, and technical who are hired on or after July 1, 2014 shall receive supplements for only the highest degree earned in the amounts below:

Position not requiring a Bachelor's degree:

Bachelor's Degree	\$1,200.00
Master's Degree	\$2,400.00
Double Master's/Specialist Degree	\$3,600.00
Doctorate Degree	\$4,800.00

Position requiring a Bachelor's degree:

Master's Degree	\$2,400.00
Double Master's/Specialist Degree	\$3,600.00
Doctorate Degree	\$4,800.00

Position requiring a Master's degree:

Double Master's/Specialist Degree	\$2,400.00
Doctorate Degree	\$3,600.00

Employees shall be eligible for such supplements provided they meet the following conditions:

1. The degree must be above the minimum education requirement for the position;
2. The degree must be from a college or university accredited by a recognized accrediting agency;
3. The degree must be in the field of the employee's job assignment; and
4. The transcript or diploma documenting the degree must be on file with the Human Resource office by September 1st to receive a full year supplement, or by February 1st to receive a half-year supplement.

Substitute Teachers

Description	Hourly Rate	Daily Rate
Associates degree (or 60 semester hours)	\$11.50	\$86.25
Bachelor's degree	\$13.00	\$97.50
Master's degree	\$14.00	\$105.00
Doctorate degree	\$15.00	\$112.50

Notes:

1. \$2.50 per hour additional for a retired teacher from the Martin County School District (must have a valid Florida Professional Educator Certificate);
2. \$1.00 per hour additional for all other retired teachers or those with a valid Florida Professional Educator Certificate;
3. \$2.50 per hour additional for substituting at Indiantown Middle School or Warfield Elementary School;

And **one** of the following, if applicable:

4. \$0.50 per hour additional for substituting in the same assignment that is more than 20 consecutive days (must have a valid Florida Professional Educator Certificate and Bachelor's degree); or
5. \$2.50 per hour additional for substituting in a critical teacher shortage area (as per the Florida Department of Education) for an assignment that is more than 20 consecutive days (must have a valid Florida Educator Certificate and Bachelor's degree); or
6. \$2.50 per hour additional for substituting in a "Title I" school for an assignment that is more than 20 consecutive days (must have a valid Florida Professional Educator Certificate in subject area of the job assignment and a Bachelor's degree).

Interim Teaching Positions:

Interim Teaching Positions will be placed on "Level 1A" of the Instructional Salary schedule (must have valid Florida Professional Educator Certificate and Bachelor's degree).

Vocational and Adult Education Instructors (Part-Time)

Description	Hourly Rate
Doctorate	\$20.00
Master	\$19.00
Bachelor	\$18.00
Lifelong Learning	\$12.45
Substitute Teacher	\$12.97

Martin County Community Pool Positions

Description	Hourly Rate
Supervisor	\$10.22
Lifeguards (must have Water Safety Instruction Certification):	
Guarding/Instructing	\$9.10

Assignment of Positions to Levels (White Collar)

Level:	Title (Number of Days)	
I	Bus Assistant (182)	Educational Paraprofessional (187)
	Child Care Attendant (187)	Extended Day Assistant/Ext Day Asst Sub (217)
II	Attendance Officer (190)	Head Start/Pre-K Classroom Manager/Assistant (196)
	Child Care Assistant (187)	Home/School Liaison (190)
	Clerk II (187/248)	Receptionist/Telephone Operator (190/206)
	Educational Paraprofessional, ESE (187)	Security Guard (187)
III	Assistant Secretary (206/216/227)	Guidance Clerk (206)
	Clerk III (206, 216, 227, 248 Grandfathered)	Health Assistant (187)
	Computer Assistant (190)	Media Assistant (190)
	Data Entry Clerk (206/216/227)	Receptionist/Telephone Operator (190/206)
	English Language Learner/Title III Support Staff (187)	Secretary III (227/248)
IV	Assessment & Accountability Clerk (227)	Parent Trainer/Liaison (216)
	Bookkeeper IV (227/248)	Preschool Programs VPK Classroom Manager (248)
	Data Equipment Operator (206/227)	Records Specialist IV (227)
	Extended Day Assistant Manager (217)	Secretary IV (227/248)
	Head Start/Pre-K Family Services Worker (206)	Support Staff Title I/Migrant Programs (190)
V	Accounting Specialist (227)	Human Resource Specialist (227)
	Augmentative Comm./Assistive Technology Assistant (227)	Preschool Prgm Head Start Associate Classroom Mgr (196)
	Behavior Technician (187)	Property Control Specialist (227)
	Bookkeeper V (227/248)	Registrar (227)
	Brailist (187)	Risk Management Specialist (248)
	Graphics Specialist (248)	Secretary V (227, 248 Grandfathered)

Note:

Hourly rates have been rounded to the nearest two decimals for display purposes. Salary amounts are calculated up to five decimals for payroll processing.

Annualized Hourly:

An annual salary quoted at 248 days may be prorated down based on a lesser number of actual workdays. The formula to prorate a 248-day salary down is as follows:

Annual salary amount quoted at 248 days, divided by 248, times number of days in actual contract (i.e. 236, 227, etc.) =
Prorated salary at lesser number of days

Example:

\$40,000.00 at 248 days / 248 days = \$161.29 daily rate x 227 days = \$36,612.83 annually at 227 days

White Collar - Annualized Hourly
Paraprofessionals (Level I - Basic, ELL & Level II - ESE)
Bus Aide (Level I)

Years of Experience	Step	Educational Paraprofessional (Basic and ELL)		Educational Paraprofessional (ESE)		Bus Aide	
		187 Days/7.5 hours		187 Days/7.5 hours		182 days/7.5 hours	
		Level I		Level II		Level I	
		Daily	Hourly	Daily	Hourly	Daily	Hourly
0, 1, 2	1	\$79.34	\$10.58	\$81.34	\$10.85	\$84.25	\$11.23
3, 4	2	\$81.62	\$10.88	\$83.62	\$11.15	\$86.74	\$11.56
5	3	\$82.39	\$10.98	\$84.41	\$11.25	\$87.54	\$11.67
6	4	\$83.13	\$11.08	\$85.19	\$11.36	\$88.36	\$11.78
7	5	\$84.67	\$11.29	\$86.86	\$11.58	\$90.03	\$12.00
8	6	\$86.21	\$11.49	\$88.41	\$11.79	\$91.69	\$12.23
9	7	\$87.74	\$11.70	\$89.97	\$12.00	\$93.35	\$12.45
	8	\$89.28	\$11.90	\$91.63	\$12.22	\$94.92	\$12.66
10	9	\$90.82	\$12.11	\$93.18	\$12.42	\$96.58	\$12.88
11	10	\$92.37	\$12.32	\$94.84	\$12.65	\$98.16	\$13.09
12	11	\$93.90	\$12.52	\$96.39	\$12.85	\$99.83	\$13.31
13	12	\$95.97	\$12.80	\$98.36	\$13.11	\$101.97	\$13.60
14	13	\$98.25	\$13.10	\$100.64	\$13.42	\$104.46	\$13.93
15, 16	14	\$100.19	\$13.36	\$102.68	\$13.69	\$106.49	\$14.20
17	15	\$108.09	\$14.41	\$109.74	\$14.63	\$114.65	\$15.29
18+	16	\$126.63	\$16.88	\$128.68	\$17.16	\$134.42	\$17.92

Note:

Educational Paraprofessionals at Willoughby who work with special needs students will receive an additional stipend of .54¢ per hour.

Bus assistants who are assigned to handicap buses will receive an additional stipend of .56¢ per hour.

Annualized Hourly:

An annual salary quoted at 248 days may be prorated down based on a lesser number of actual workdays. The formula to prorate a 248-day salary down is as follows:

Annual salary amount quoted at 248 days, divided by 248, times number of days in actual contract (i.e. 236, 227, etc.) = Prorated salary at lesser number of days

Example: \$40,000.00 at 248 days / 248 days = \$161.29 daily rate x 227 days = \$36,612.83 annually at 227 days

White Collar - Annualized Hourly
Level I, II, III, IV, V (Daily Rate Based on an 8 hour day schedule)

Years of Experience	Step	Level I		Level II		Level III	
		Daily	Hourly	Daily	Hourly	Daily	Hourly
0, 1, 2	1	Varies	\$10.58	\$86.85	\$10.86	\$93.50	\$11.69
3, 4	2	Varies	\$10.88	\$89.13	\$11.14	\$95.78	\$11.97
5	3	Varies	\$10.98	\$89.96	\$11.25	\$96.68	\$12.09
6	4	Varies	\$11.08	\$90.80	\$11.35	\$97.61	\$12.20
7	5	Varies	\$11.29	\$92.48	\$11.56	\$99.29	\$12.41
8	6	Varies	\$11.49	\$94.16	\$11.77	\$100.88	\$12.61
9	7	Varies	\$11.70	\$95.93	\$11.99	\$102.56	\$12.82
	8	Varies	\$11.90	\$97.61	\$12.20	\$104.23	\$13.03
10	9	Varies	\$12.11	\$99.29	\$12.41	\$105.91	\$13.24
11	10	Varies	\$12.32	\$100.98	\$12.62	\$107.59	\$13.45
12	11	Varies	\$12.52	\$102.74	\$12.84	\$109.27	\$13.66
13	12	Varies	\$12.80	\$104.94	\$13.12	\$111.47	\$13.93
14	13	Varies	\$13.10	\$107.22	\$13.40	\$113.75	\$14.22
15, 16	14	Varies	\$13.36	\$109.37	\$13.67	\$115.95	\$14.49
17	15	Varies	\$14.41	\$117.27	\$14.66	\$124.19	\$15.52
18+	16	Varies	\$16.88	\$136.42	\$17.05	\$144.16	\$18.02

Years of Experience	Step	Level IV		Level V	
		Daily	Hourly	Daily	Hourly
0, 1, 2	1	\$100.71	\$12.59	\$114.10	\$14.26
3, 4	2	\$102.99	\$12.87	\$116.38	\$14.55
5	3	\$103.95	\$12.99	\$117.48	\$14.68
6	4	\$104.89	\$13.11	\$118.51	\$14.81
7	5	\$106.38	\$13.30	\$120.28	\$15.03
8	6	\$107.88	\$13.48	\$121.96	\$15.24
9	7	\$109.27	\$13.66	\$123.63	\$15.45
	8	\$110.77	\$13.85	\$125.32	\$15.66
10	9	\$112.16	\$14.02	\$127.09	\$15.89
11	10	\$113.65	\$14.21	\$128.77	\$16.10
12	11	\$115.15	\$14.39	\$130.45	\$16.31
13	12	\$117.07	\$14.63	\$133.02	\$16.63
14	13	\$119.35	\$14.92	\$135.29	\$16.91
15, 16	14	\$121.13	\$15.14	\$137.68	\$17.21
17	15	\$127.66	\$15.96	\$144.54	\$18.07
18+	16	\$148.16	\$18.52	\$167.18	\$20.90

Annualized Hourly:

An annual salary quoted at 248 days may be prorated down based on a lesser number of actual workdays. The formula to prorate a 248-day salary down is as follows:

Annual salary amount quoted at 248 days, divided by 248, times number of days in actual contract (i.e. 236, 227, etc.)
= Prorated salary at lesser number of days

Example:

\$40,000.00 at 248 days / 248 days = \$161.29 daily rate x 227 days = \$36,612.83 annually at 227 days

Assignment of Positions to Levels
(Blue Collar)
(Excluding Food Service)

Level: Title (Number of Days)

I	Custodian/Sub Custodian (227/236/248)	
II	Lead Custodian (236/248)	
III	Lead Bus Operator (182)	
IV	Driver/Expeditor (227)	Parts Manager (227)
	Grounds Worker - High School (248 Grandfathered)	Reprographics Specialist (227)
	Grounds Man (227/248)	Utility (227/248 Grandfathered)
	Painter I (227/248)	Utility Worker - High School (227)
V	Mason II (227)	Painter (227/248 Grandfathered)
VI	Mechanic I (227/248)	Plumber I (227)
VII	A/C Mechanic II (227)	Parts Inventory Technician (227)
	Carpenter II (248)	Plumber II (227)
	Electrician (227)	Telephone and Network Cabling Tech (248)
	Mechanic, Paint & Body II (227)	
VIII	A/C Mechanic III (227)	Mason III (227)
	Head General Maintenance (248)	Plumber III (227)
	Head Painter (248)	Telephone and Network Support Specialist (248)
IX	Electronics Technician (227)	Head Mechanic (248)

Note:

Hourly rates have been rounded to the nearest two decimals for display purposes. Salary amounts are calculated up to five decimals for payroll processing.

Annualized Hourly:

An annual salary quoted at 248 days may be prorated down based on a lesser number of actual workdays. The formula to prorate a 248-day salary down is as follows:

Annual salary amount quoted at 248 days, divided by 248, times number of days in actual contract (i.e. 236, 227, etc.)
= Prorated salary at lesser number of days

Example:

\$40,000.00 at 248 days / 248 days = \$161.29 daily rate x 227 days = \$36,612.83 annually at 227 days

Blue Collar - Annualized Hourly
Level I, II, III, IV, V, VI (Daily Rate Based on an 8 hour day schedule)

Years of Experience	Step	Level I		Level II		Level III	
		Daily	Hourly	Daily	Hourly	Daily	Hourly
0, 1, 2	1	\$81.21	\$10.15	\$91.19	\$11.40	\$93.13	\$11.64
3, 4	2	\$83.09	\$10.39	\$93.07	\$11.63	\$95.01	\$11.88
5	3	\$83.87	\$10.48	\$93.94	\$11.74	\$95.91	\$11.99
6	4	\$84.65	\$10.58	\$95.15	\$11.89	\$97.29	\$12.16
7	5	\$84.65	\$10.58	\$97.38	\$12.17	\$99.72	\$12.46
8	6	\$85.14	\$10.64	\$99.62	\$12.45	\$102.14	\$12.77
9	7	\$87.25	\$10.91	\$101.77	\$12.72	\$104.67	\$13.08
	8	\$89.37	\$11.17	\$104.01	\$13.00	\$107.08	\$13.39
10	9	\$91.54	\$11.44	\$106.15	\$13.27	\$109.52	\$13.69
11	10	\$93.73	\$11.72	\$108.40	\$13.55	\$111.94	\$13.99
12	11	\$95.99	\$12.00	\$110.73	\$13.84	\$114.64	\$14.33
13	12	\$99.46	\$12.43	\$114.46	\$14.31	\$118.65	\$14.83
14	13	\$102.06	\$12.76	\$117.16	\$14.65	\$121.64	\$15.21
15, 16	14	\$109.99	\$13.75	\$126.06	\$15.76	\$131.04	\$16.38
17 +	15	\$128.98	\$16.12	\$145.93	\$18.24	\$151.58	\$18.95

Years of Experience	Step	Level IV		Level V		Level VI	
		Daily	Hourly	Daily	Hourly	Daily	Hourly
0, 1, 2	1	\$106.25	\$13.28	\$116.78	\$14.60	\$124.64	\$15.58
3, 4	2	\$108.13	\$13.52	\$118.67	\$14.83	\$126.52	\$15.81
5	3	\$109.15	\$13.64	\$119.79	\$14.97	\$127.71	\$15.96
6	4	\$110.63	\$13.83	\$121.35	\$15.17	\$129.38	\$16.17
7	5	\$112.87	\$14.11	\$123.69	\$15.46	\$131.71	\$16.46
8	6	\$115.11	\$14.39	\$125.93	\$15.74	\$133.95	\$16.74
9	7	\$117.44	\$14.68	\$128.26	\$16.03	\$136.29	\$17.04
	8	\$119.68	\$14.96	\$130.60	\$16.32	\$138.62	\$17.33
10	9	\$121.92	\$15.24	\$132.93	\$16.62	\$140.85	\$17.61
11	10	\$124.25	\$15.53	\$135.17	\$16.90	\$143.19	\$17.90
12	11	\$126.77	\$15.85	\$137.59	\$17.20	\$145.71	\$18.21
13	12	\$130.78	\$16.35	\$141.79	\$17.72	\$150.00	\$18.75
14	13	\$133.58	\$16.70	\$144.68	\$18.08	\$152.98	\$19.12
15, 16	14	\$141.70	\$17.71	\$152.27	\$19.03	\$159.82	\$19.98
17 +	15	\$163.59	\$20.45	\$175.60	\$21.95	\$184.07	\$23.01

Annualized Hourly:

An annual salary quoted at 248 days may be prorated down based on a lesser number of actual workdays. The formula to prorate a 248-day salary down is as follows:

Annual salary amount quoted at 248 days, divided by 248, times number of days in actual contract (i.e. 236, 227, etc.) = Prorated salary at lesser number of days

Example:

\$40,000.00 at 248 days / 248 days = \$161.29 daily rate x 227 days = \$36,612.83 annually at 227 days

Blue Collar - Annualized Hourly
Level VII, VIII, IX (Daily Rate Based on an 8 hour day schedule)

Years of Experience	Step	Level VII		Level VII		Level IX	
		Daily	Hourly	Daily	Hourly	Daily	Hourly
0, 1, 2	1	\$132.40	\$16.55	\$149.77	\$18.72	\$152.72	\$19.09
3, 4	2	\$134.28	\$16.78	\$151.65	\$18.96	\$154.60	\$19.33
5	3	\$135.55	\$16.94	\$153.08	\$19.14	\$157.18	\$19.65
6	4	\$137.31	\$17.16	\$154.48	\$19.31	\$159.06	\$19.88
7	5	\$139.55	\$17.44	\$156.07	\$19.51	\$160.54	\$20.07
8	6	\$141.88	\$17.73	\$157.65	\$19.71	\$162.96	\$20.37
9	7	\$144.12	\$18.01	\$159.25	\$19.91	\$165.29	\$20.66
	8	\$146.45	\$18.31	\$160.83	\$20.10	\$167.72	\$20.97
10	9	\$148.78	\$18.60	\$162.42	\$20.30	\$170.15	\$21.27
11	10	\$151.02	\$18.88	\$164.00	\$20.50	\$172.57	\$21.57
12	11	\$153.63	\$19.20	\$165.57	\$20.70	\$175.27	\$21.91
13	12	\$158.02	\$19.75	\$169.40	\$21.17	\$180.03	\$22.50
14	13	\$161.00	\$20.13	\$171.64	\$21.45	\$183.40	\$22.92
15, 16	14	\$167.46	\$20.93	\$175.19	\$21.90	\$189.13	\$23.64
17 +	15	\$192.71	\$24.09	\$201.45	\$25.18	\$217.20	\$27.15

Annualized Hourly:

An annual salary quoted at 248 days may be prorated down based on a lesser number of actual workdays. The formula to prorate a 248-day salary down is as follows:

Annual salary amount quoted at 248 days, divided by 248, times number of days in actual contract (i.e. 236, 227, etc.)
= Prorated salary at lesser number of days

Example:

\$40,000.00 at 248 days / 248 days = \$161.29 daily rate x 227 days = \$36,612.83 annually at 227 days

Blue Collar

Bus Operators

Years of Experience	Step	Level II
0, 1, 2	1	\$15.60
3, 4	2	\$15.94
5	3	\$16.10
6	4	\$16.40
7	5	\$16.66
8	6	\$16.92
9	7	\$17.16
	8	\$17.41
10	9	\$17.66
11	10	\$17.92
12	11	\$18.17
13	12	\$18.42
14 +	13	\$19.95
Lead Bus Operator		\$20.55

Note: Substitute bus operators will be paid the hourly rate for Level I, Step 1

Food Service

Years of Experience	Step	Level I	Level II	Level III	Level IV
0, 1, 2	1	\$10.98	\$11.46	\$12.26	\$12.92
3, 4	2	\$11.36	\$11.84	\$12.64	\$13.30
5	3	\$11.47	\$11.93	\$12.75	\$13.40
6	4	\$11.47	\$12.07	\$12.92	\$13.56
7	5	\$11.84	\$12.45	\$13.30	\$13.95
8	6	\$12.09	\$12.72	\$13.54	\$14.20
9	7	\$12.36	\$12.96	\$13.78	\$14.44
	8	\$12.64	\$13.23	\$14.07	\$14.72
10	9	\$12.88	\$13.50	\$14.45	\$15.10
11	10	\$13.15	\$13.76	\$14.58	\$15.23
12	11	\$13.39	\$14.03	\$14.84	\$15.50
13	12	\$13.73	\$14.36	\$15.12	\$15.77
14	13	\$14.03	\$14.68	\$15.43	\$16.08
15, 16	14	\$14.27	\$14.90	\$15.71	\$16.36
17	15	\$14.70	\$15.37	\$16.03	\$16.69
18+	16	\$17.51	\$18.31	\$19.07	\$19.71

Assignment of positions to Levels – Food Service:

Level I – Food Service Assistants

Level II – Cook, Baker, Head Cashier

Level III – Food and Nutrition Lead

Level IV – Assistant Manager

Note: Level I employees contracted for three (3) hours or less per day will be paid at the hourly rate of Step 1 Level 1, regardless of years of experience.

**Environmental Studies Center Hourly
High School Camp Counselors**

Part-Time

Description	Hourly Rate
1st Year Counselor	\$8.10
2nd Year Counselor	\$8.20
3rd Year Counselor	\$8.30

Student Employees

Part-Time

Description	Hourly Rate
Sound/Lighting Technician	\$15.00
Golf Course Maintenance Worker	\$8.10
E2 - Technical Support Staff	\$15.00

Appendix

1. **Administrative Pay.** All employees classified as administrative, professional/technical or supervisory Positions shall be paid pursuant to the salary schedule adopted in accordance with this rule. Unless otherwise indicated, the salary reflected in the administrative salary schedule assumes a 248-day work year. Salaries of those employees working less than 248 days shall be prorated on a daily basis.
2. **Performance Salary Schedule.** Annual Salary Adjustments for school-based and non-school based administrators, which recognizes high performance, is included in the compensation system as follows:
 - a. An incentive for those rated “highly-effective”.
 - b. An incentive for those rated “effective”.
 - c. This incentive shall become a part of the employee’s base pay or as a bonus dependent upon the District’s financial resources.
 - d. The initial performance salary schedule will include the Martin County Experience Supplement as part of the individual’s base pay.
 - e. The base salary for school administrators’ salary schedule must be the salary paid in the prior year, including adjustments only. The annual salary adjustment under the performance salary schedule for an administrator rated as highly effective must be greater than the highest annual salary adjustment available to an administrator of the same classification through any other salary schedule adopted by the District.
 - f. The annual salary adjustment under the performance salary schedule for an administrator rated as effective must be equal to at least fifty percent (50%), and no more than seventy-five percent (75%) of the annual adjustment provided for a highly effective administrator of the same classification.
 - g. The performance salary schedule shall not provide an annual salary adjustment for an administrator receives a rating other than highly effective or effective for the year.
 - h. If budget constraints in any given year limit the Board’s ability to fully fund all adopted salary schedules, the performance salary schedule shall not be reduced on the basis of total cost or the value of individual awards in a manner that is proportionally greater than reductions to any other salary schedules adopted by the District.
 - i. Any salary adjustments or supplements that would constitute bonuses shall be based upon work performance. The determination of such bonus must include a process that describes performance standards and an evaluations process consistent with Policy 1220. All employees eligible for such a bonus will be notified before the beginning of the evaluation period on which the bonus is to be based. As provided by law, annual salary adjustments become part of the administrator’s permanent base salary.
 - j. All other administrative positions not included in a bargaining unit will be eligible for performance pay as determined by the Superintendent.
 - k. This incentive shall become a part of the employee’s base pay or as a bonus dependent upon the District’s financial resources

3. **Salary Supplements.**

- a. Assignment to a school that earned a grade of “F” or three (3) consecutive grades of “D” established by State law such that the supplement remains in force for one (1) year following improved performance in the school.

4. **Performance Pay.**

a. **District Administration**

2018-19 Highly Effective	TBD
2018-19 Effective	TBD
2017-18 Highly Effective	\$1,500.00
2017-18 Effective	\$1,200.00
(Board approved Date 05/15/18; Agenda item 7.05)	

b. **School Administration**

2018-19 Highly Effective	TBD
2018-19 Effective	TBD
2017-18 Highly Effective	\$1,500.00
2017-18 Effective	\$1,200.00
(Board approved Date 05/15/18; Agenda item 7.04)	

c. **Professional and Mid-Management**

	Coordinators	Managers
2018-19 Highly Effective	TBD	TBD
2018-19 Effective	TBD	TBD
2017-18 Highly Effective	\$1,500.00	\$1,500.00
2017-18 Effective	\$1,200.00	\$1,200.00
(Board approved Date 05/15/18; Agenda item 7.05)		

d. **Groups A, B, C & D**

	Group A	Group B	Group C	Group D
2018-19 Highly Effective	TBD	TBD	TBD	TBD
2018-19 Effective	TBD	TBD	TBD	TBD
2017-18 Highly Effective	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00
2017-18 Effective	\$1,200.00	\$1,200.00	\$1,200.00	\$1,200.00
(Board approved Date 05/15/18; Agenda item 7.05)				

e. **Confidential Professional**

	Executive Assistant	Confidential Secretary
2018-19 Highly Effective	TBD	TBD
2018-19 Effective	TBD	TBD
2017-18 Highly Effective	\$1,500.00	\$1,500.00
2017-18 Effective	\$1,200.00	\$1,200.00
(Board approved Date 05/15/18; Agenda item 7.05)		

5. Topped Out Employees.

a. White Collar

Topped out in:	Educational Paraprofessional (Basic and ELL)		Educational Paraprofessional (ESE)		Bus Aide	
	Daily	Hourly	Daily	Hourly	Daily	Hourly
2018-19	TBD	TBD	TBD	TBD	TBD	TBD
2017-18	\$130.43	\$17.39	\$132.55	\$17.67	\$138.46	\$18.46
2016-17	\$130.43	\$17.39	\$132.55	\$17.67	\$138.46	\$18.46
2015-16	\$128.99	\$17.20	\$136.52	\$18.20	\$142.61	\$19.01

Topped out in:	Level I		Level II		Level III	
	Daily	Hourly	Daily	Hourly	Daily	Hourly
2018-19	TBD	TBD	TBD	TBD	TBD	TBD
2017-18	\$130.43	\$17.39	\$131.73	\$17.56	\$139.20	\$18.56
2016-17	\$130.43	\$17.39	\$131.73	\$17.56	\$139.20	\$18.56
2015-16	\$128.99	\$17.20	\$135.68	\$18.09	\$143.38	\$19.12

Topped out in:	Level IV		Level V	
	Daily	Hourly	Daily	Hourly
2018-19	TBD	TBD	TBD	TBD
2017-18	\$143.07	\$19.08	\$161.44	\$21.52
2016-17	\$143.07	\$19.08	\$161.44	\$21.52
2015-16	\$147.36	\$19.65	\$166.28	\$22.17

Topped Out Employees:

1. 2018-19 is TBD.
2. For 2017-18: 3% salary increase for all individual employees currently (as of March 29, 2018) on the top step (and above) of any AFSCME salary schedule for the 2017-18 contract year, retroactive to July 1, 2017.
3. For 2016-17: 5.7% salary increase for all individual employees currently (as April 24, 2017) on the top step of any AFSCME salary schedule for the 2016-17 contract year, retroactive to July 1, 2016.
4. For 2015-16: 3% salary increase for all individual employees currently (as of May 13, 2016) on the top step of an AFSCME salary schedule for the 2015-16 contract year, retroactive to July 1, 2015. There was no increase to the last step on the schedule.

Topped Out Employees.

b. Blue Collar

Topped out in:	Level I		Level II		Level III	
	Daily	Hourly	Daily	Hourly	Daily	Hourly
2018-19	TBD	TBD	TBD	TBD	TBD	TBD
2017-18	\$124.55	\$16.61	\$140.92	\$18.79	\$146.37	\$19.52
2016-17	\$124.55	\$16.61	\$140.92	\$18.79	\$146.37	\$19.52
2015-16	\$128.28	\$17.10	\$145.14	\$19.35	\$150.76	\$20.10

Topped out in:	Level IV		Level V		Level VI	
	Daily	Hourly	Daily	Hourly	Daily	Hourly
2018-19	TBD	TBD	TBD	TBD	TBD	TBD
2017-18	\$157.97	\$21.06	\$169.56	\$22.61	\$177.74	\$23.70
2016-17	\$157.97	\$21.06	\$169.56	\$22.61	\$177.74	\$23.70
2015-16	\$162.71	\$21.69	\$174.65	\$23.29	\$183.07	\$24.41

Topped out in:	Level VII		Level VIII		Level IX	
	Daily	Hourly	Daily	Hourly	Daily	Hourly
2018-19	TBD	TBD	TBD	TBD	TBD	TBD
2017-18	\$186.09	\$24.81	\$194.53	\$25.94	\$209.73	\$27.96
2016-17	\$186.09	\$24.81	\$194.53	\$25.94	\$209.73	\$27.96
2015-16	\$191.67	\$25.56	\$200.36	\$26.72	\$216.02	\$28.80

Topped Out Employees:

1. 2018-19 is TBD.
2. For 2017-18: 3% salary increase for all individual employees currently (as of March 29, 2018) on the top step (and above) of any AFSCME salary schedule for the 2017-18 contract year, retroactive to July 1, 2017.
3. For 2016-17: 5.7% salary increase for all individual employees currently (as April 24, 2017) on the top step of any AFSCME salary schedule for the 2016-17 contract year, retroactive to July 1, 2016.
4. For 2015-16: 3% salary increase for all individual employees currently (as of May 13, 2016) on the top step of an AFSCME salary schedule for the 2015-16 contract year, retroactive to July 1, 2015. There was no increase to the last step on the schedule.

Topped Out Employees.

c. Bus Operators

Topped out in:	Bus Operators
	Hourly
2018-19	TBD
2017-18	\$20.55
2016-17	\$20.55
2015-16	\$21.16
Lead Bus Operator	\$20.55

d. Food and Nutrition Services

Topped out in:	Level I	Level II
	Hourly	Hourly
2018-19	TBD	TBD
2017-18	\$18.04	\$18.86
2016-17	\$18.04	\$18.86

Topped out in:	Level III	Level IV
	Hourly	Hourly
2018-19	TBD	TBD
2017-18	\$19.64	\$20.30
2016-17	\$19.64	\$20.30

Topped Out Employees:

1. 2018-19 is TBD.
2. For 2017-18: 3% salary increase for all individual employees currently (as of March 29, 2018) on the top step (and above) of any AFSCME salary schedule for the 2017-18 contract year, retroactive to July 1, 2017.
3. For 2016-17: 5.7% salary increase for all individual employees currently (as April 24, 2017) on the top step of any AFSCME salary schedule for the 2016-17 contract year, retroactive to July 1, 2016.
4. For 2015-16: 3% salary increase for all individual employees currently (as of May 13, 2016) on the top step of an AFSCME salary schedule for the 2015-16 contract year, retroactive to July 1, 2015. There was no increase to the last step on the schedule.

6. Stipends.

a. School Demographics

Instructional staff and school-based administrators assigned to Indiantown Middle and Warfield Elementary schools on or after July 1, 2014 shall, for the duration of the assignment, have their individual salaries adjusted to reflect a \$2,000 Western Zone Supplement.

Instructional staff and school-based administrators assigned to Indiantown Middle and Warfield Elementary schools on or before June 30, 2014, shall for the duration of the assignment, have their individual salaries adjusted to reflect a Western Zone Supplement of \$1,665 and shall continue to receive an IMS/WES Supplement of \$1,375.

b. Title I Designated Schools

Instructional staff and school-based administrators assigned to a Title I designated school shall, for the duration of the assignment, have their individual salaries adjusted to reflect a \$500 Title I supplement.

c. Elementary Reading Remediation

Instructional staff and school-based administrators assigned to a school defined in Florida Statute 1011.62 shall, for the duration of the assignment and lower quartile school designation, have their individual salaries adjusted to reflect a \$500 Elementary Reading Remediation supplement.

d. Millage

1. The provisions of this Memorandum of Agreement ("MOA") apply only to the Millage Stipend ("MS") funded by Additional Voted Millage passed on August 28, 2018. If Millage revenue decreases before this MOA or its "mirror" MOA (see below) sunsets, this MOA may be renegotiated.
2. The MS is available to all members of the Bargaining Unit and will be awarded based on total years of instructional experience as shown in this section 2.a. and additional limitations and conditions as listed in 2.b. and 3 below.
 - a. MS Award Amounts
 - i. 0 - 5 years \$1,800.00
 - ii. 6 - 9 years \$5,000.00
 - iii. 10 or more years \$7,800.00
 - b. In order to receive an award, a Bargaining Unit employee must complete the academic year, be renewed for the next academic year in the bargaining unit, and be an active employee in good standing at the time of distribution.
 - i. Bargaining Unit employees that work a full academic year and meet the remaining eligibility criteria will receive a full award.
 - ii. Bargaining Unit employees that begin work before February 1 in any academic year and meet the remaining eligibility criteria will receive a prorated award.
 - iii. Bargaining Unit employees that begin work after February 1 in any academic year will not receive an award for that school year.

Millage Cont.

c. Timing of Awards:

- i. Fixed Awards: Awards as described in 2.a above will be paid on or before September 1 following the academic year to which the award applies. The Millage Stipend is subject to usual withholdings and taxes, and Florida Retirement System ("FRS") contributions similar to regular wages.
- ii. Proportionate Awards: At the end of the Martin County School District's ("MCSD") fiscal year, amounts allocated to Recruitment and Retention through the Additional Voted Millage will be "trued up" and any remaining sums will be allocated and distributed proportionately to those MS awardees that received a Fixed Award in the MS year. This additional, Proportionate Award, if any, will be paid no later than December 15 of the MS year. These Proportionate Awards are subject to usual withholdings and taxes, and FRS contributions similar to regular wages.

3. Additional conditions:

- a. Employees on Family and Medical Leave ("FML") will be treated in keeping with the statutory requirements except that an employee that is not an active employee in good standing at the time a MS is distributed will receive the MS no more than 30 days following the employee's return to active employment.
 - b. Retiring Employees - A "retiring employee" is an employee that is eligible to retire pursuant to the rules of the FRS and does retire and receive retirement payments or distributions.
 - i. Employees retiring (as above) at any point in the academic year will receive a prorated MS at the time the MS is awarded for that MS year.
 - ii. Employees retiring (as above) at the completion of the academic year will receive a full MS at the time the MS is awarded for that MS year.
 - c. All years of instructional experience, both within and without the Martin County School District, will count toward total years of instructional experience. Years of instructional experience are determined by Human Resources at the time of hire.
4. This MOA sunsets on June 30, 2020. Before this MOA sunsets, the MCSD and the Martin County Education Association ("MCEA") agree to enter into a "mirror" MOA for an additional two years, which MOA will sunset on June 30 2022.